



Serving people with disabilities since 1964

Be The Enabler



Annual Report
2019/2020



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Our Purpose

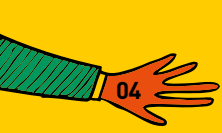
Since 1964, SPD has been helping people with disabilities of all ages integrate into mainstream society. We remain committed to enabling them to be a part of the community and not apart from it.



People We Serve

We serve children and youth with special needs requiring early intervention and education support, adults with varying congenital or acquired disabilities seeking employment and independence, and even the elderly who want to be self-reliant through rehabilitation and day care.





President's Message



At the start of a new decade, we found ourselves maneuvering a myriad of challenges resulting from COVID-19. Amid the gloom cast by this public health crisis, we found a silver lining. As we stood in solidarity with the rest of Singapore against the virus, we were deeply heartened to see the community also standing by us. Our partners, and strangers who turned friends, came forward with much-needed supplies and support such as masks, hand sanitisers, laptops, tablets, SIM cards and even courier services to deliver items to our clients. We were equally moved by the generosity of Singaporeans who donated their Government payouts, with it a message of hope and assurance to our clients that they are not forgotten. We cannot thank you enough.

Programme Highlights

Building on the momentum from last year, we continued to make progress in FY2019/2020 with care and support extended to help more persons with disabilities, including partnerships forged to strengthen SPD and inclusion in the community.

As anticipated, demand for early intervention services continued to grow with 1,350 children and youth supported in our early intervention and educational programmes. The four Building Bridges EIPIC Centres served 16 per cent more clients as compared to last year, and the rolling out of the continuum of early intervention services meant better support for the children who have varying developmental needs. Much work also went into helping clients ease into mainstream schools with support also extended to schools as well as allied educators.

We scored on the employment front with the placement of over 200 job seekers into the workforce, as well as training conducted for 45 per cent more trainees which boosted their employability. The transformation of the Sheltered Workshop unveiled an

apprenticeship programme which uplifted lower functioning clients, and the promise of an exciting product range by the apprentices.

Our therapists supported over 6,000 clients in 61 rehabilitation programmes such as nursing homes, day activity centres and special schools. The DAC without Walls initiative by our Day Activity Centre (DAC) took off to a good start with 10 clients, introducing immersive learning in the community with integration as a key goal. Assistive technology (AT) was another growth area with 40 per cent more individuals served, AT loans doubled to over 700 and satellite AT loan libraries set up at eight institutes of higher learning.

Outlook

In the new financial year, we face a Singapore economy that is severely contracted with fundraising drastically affected. Our clients and those with disabilities will continue to need support, and even more so this challenging period. This calls for greater tenacity, compassion, and innovation from all quarters of SPD to make the best of what we have in order to deliver the best care. We look to grow our post-18 services and the SPD Therapy Hub. New employment models to support clients with more challenges are also in the pipeline, much needed in this current climate. New initiatives to ease children into mainstream schools and a sibling programme are on the cards. Ensuring consistency in practices at our EIPIC centres through the implementation of the ECHO framework will be a focus area for the early intervention team.

Thank you

I would like to extend gratitude to my colleagues on the SPD Board of Management and the Board committees for their guidance and stewardship. We welcome Mr Philip Chan, Mr James Ong, Dr Claire Tan and Mr Tan Yuh Woei to the Resource Mobilisation and Partnerships Committee, formerly the Fundraising Committee, and look forward to

tapping on their expertise and experience to galvanise greater support for SPD.

Lastly, on behalf of the Board, we would like to thank our partners, donors and volunteers for embarking on this journey with us. Most importantly, our deepest appreciation to our staff for giving their best to our clients and their colleagues at work every day. United in strength, I am confident we will be able to ride out this storm together.

Yours sincerely,



Chia Yong Yong, BBM, PBM
President



Highlights of the Year



01

Conferred the Charity Transparency Award for the fourth consecutive year since its introduction in 2016.

02

Listing of SPD Sheltered Workshop's handbound journals on Singapore Airlines' KrisShop.



03

Established a three-year partnership with Keppel Corporation to transform the SPD Sheltered Workshop.



04

Launched the NatSteel-SPD Empowerment Award to encourage students with disabilities to pursue their dreams beyond academics.

05

Secured CARF re-accreditation for SPD Rehabilitation Centres and Continuing Therapy Programme for another three years.

06

Attained CARF accreditation for the Transition to Employment programme.

07

Implemented Employment Support System to facilitate job matching by integrating employer job orders with job preferences of persons with disabilities and engagement with employers.

08 Collaborated with the National Library Board to promote inclusion among its readers.

09 Enhanced employability of persons with disabilities through the 3rd Enabling Masterplan's Employment & Employability sub-committee.

10 Contributed to the planning of the One Rehab framework with SingHealth and the National Healthcare Group regional clusters.

11 Rolled out continuum of early intervention services for children with varying developmental needs.



12 Partnered Ministry of Education to roll out new training programmes for allied educators from primary and secondary schools.

13 A record number of 32 staff were recognised for service excellence at the Singapore Health Quality Service Awards 2019.

Our Impact with Your Support



***10,500** lives transformed in the year

1,354



children & youth supported in early intervention and education

272

lives enriched through assistive technology



201

jobseekers with disabilities placed in open employment



1,937

caregivers empowered

Over

10,000

individuals reached through our public education efforts



141

persons with disabilities trained for employment

290

individuals and

87

institutions donated

6,174

individuals supported by **100** therapists in **61** rehab-based community programmes

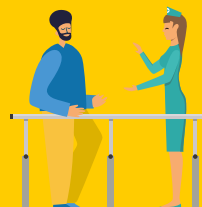


20,417

man hours

444

individuals supported at SPD Rehabilitation Centres





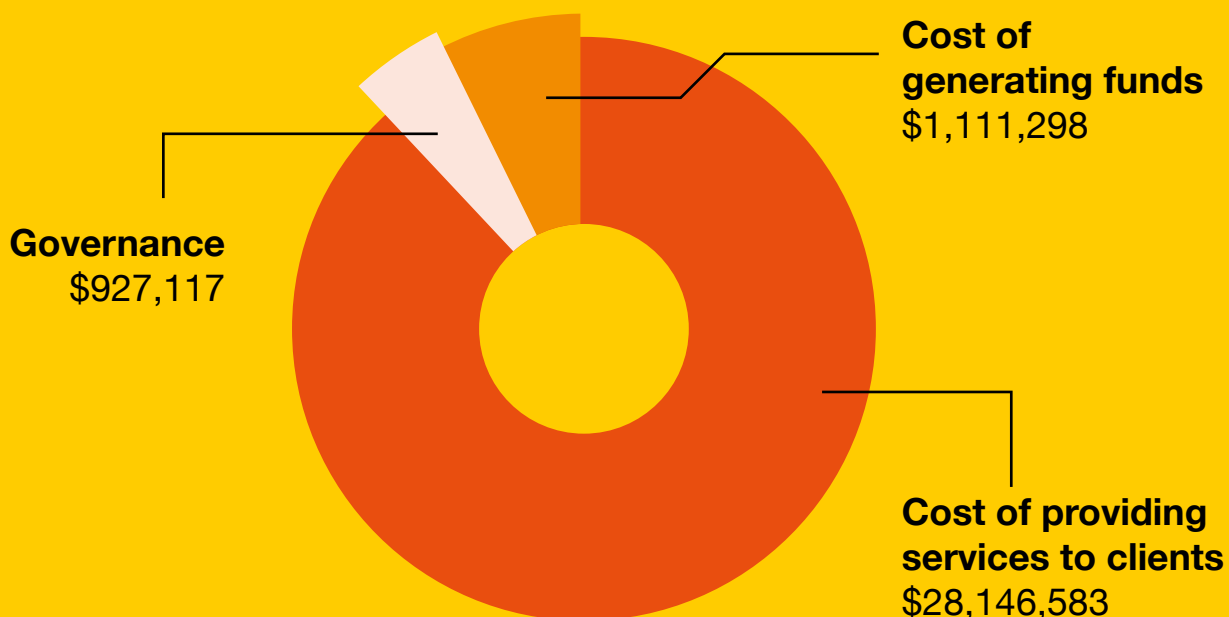
Sources of Funds and How They Were Used



Sources of Income

Government funding	\$24,941,994
Donations	\$4,527,670
Programme & transport fees	\$4,619,172
Sale of works	\$871,171
Other income	\$687,060
Total income	\$35,647,067

How Funds Were Used



Our support cost was 16% of the \$30 million total operating expenses.

Supporting Children with Developmental Needs

Our early intervention programmes support children and youth with developmental needs to reach their highest potential.

Highlights



- The **Continuing Therapy Programme (CTP)** has been re-accredited for 2019-2022 by the Commission on Accreditation of Rehabilitation Facilities (CARF). The accreditation, dating back to 2016, affirms our commitment in delivering the highest level of care.
- In July 2019, an enhanced early intervention programme providing a continuum of services was launched nationally to better support children with varying developmental needs.
- We also worked with the Ministry of Education to roll out a suite of professional development courses for allied educators (AEDs) in mainstream primary and secondary schools. The courses aimed to empower AEDs to support students with difficulties in areas such as language, attention, and hyperactivity/impulsivity.

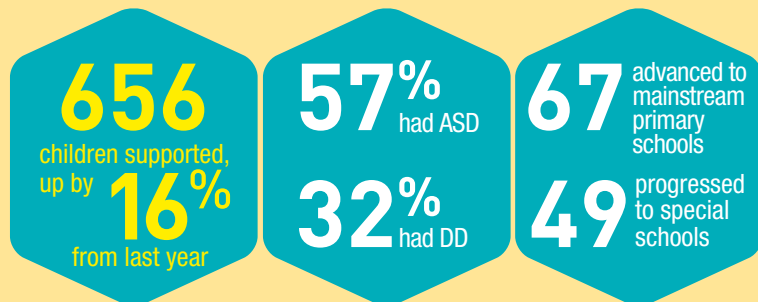
Figures



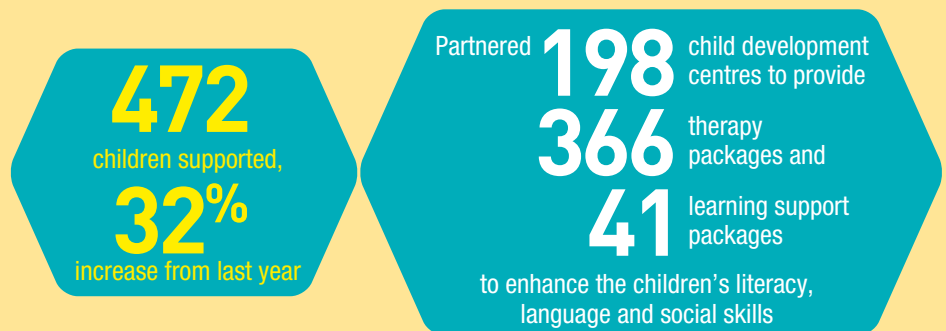
Children and youths supported in early intervention:

1,271

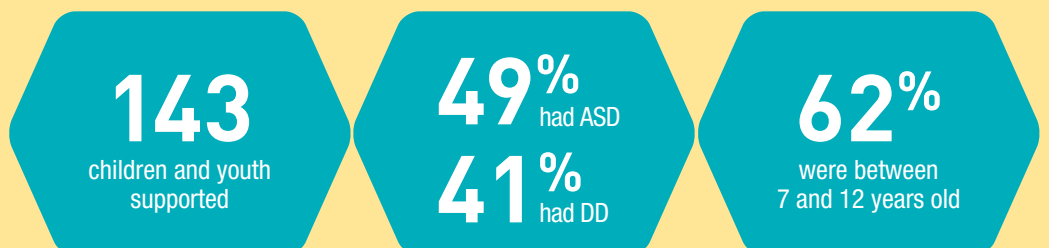
Early Intervention Programme for Infants and Children



Development Support/Learning Support (DS/LS)



Continuing Therapy Programme (CTP)





Moving Ahead, One Step at a Time

Syed Rayyan, 5

Early Intervention Programme for Infants and Children client

Rayyan was born with cerebral palsy which affected his movements and communication. He could not stand or walk on his own and his speech was slurred. After enrolling in EIPIC at SPD@Bedok in 2017, his gross motor skills have improved and he can now stand using leg braces with some support. He can also communicate his views using a buzzer to indicate yes and no.

When our centre-based programmes were temporarily suspended during the Circuit Breaker, Rayyan's teacher and therapists supported him remotely and engaged him in home-based learning. Other than online consultations with his teachers, his physiotherapist also created video clips to demonstrate gross motor activities that he could practice at home.



A Bright Future Ahead

Alesha Nyla Binte Mohamed Fariz, 6

Development Support/Learning Support client

Alesha is a pre-schooler with mild Autism Spectrum Disorder. She had difficulty expressing her emotions and appeared inattentive in class. It was challenging to engage Alesha who would answer in one or two words, and repeated questions instead of answering them.

A SPD learning support educator and a speech therapist worked with Alesha at her pre-school since April 2019 and we are seeing improvements a year later. She can now express herself better. She plays well with her peers and shows empathy by comforting others when they are sad. Alesha answers in sentences now and repeats only questions that she does not understand, which might be her way of understanding and processing it. She has shown great potential with her excellent reading skills and her beautiful drawings.



Empowering Youths in Schools

We support students with disabilities from primary to university levels holistically through bursary, scholarships, tuition grants, case management and befriending services through the NatSteel-SPD Education Programme Bursary Awards, Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities and Microsoft YouthSpark Scholarship.

Highlights



- The **NatSteel-SPD Empowerment Award** was introduced in 2019 to enable students with disabilities to pursue their dreams in sports, visual or performing arts, community engagement, technology or social media, life skills or other interests.

Figures



Children and youths supported in mainstream schools:

83

\$224,975

in bursaries and scholarships awarded to



59

bursary and

18

scholarship recipients

\$9,233

in tuition grants disbursed to

4

recipients from low-income households

\$20,000

awarded to

2

NatSteel-SPD Empowerment Award recipients



Looking Forward to Living a Fuller Life



Keith Tan, 17

NatSteel-SPD Education Programme Bursary Award recipient

Being diagnosed with cerebral palsy at a young age meant Kelvin had to work harder to overcome physical and environmental challenges. The bursary programme has helped Kelvin with his Math tuition fees and daily allowances since 2017. Not only is Kelvin successfully enrolled in a Higher Nitec course at the Institute of Technical Education (ITE) for web application development, he has also tried out mixed martial arts at a gym last year. This positive and confident young man looks to make his mark in the area of IT and live his life to the fullest.

Rising Above Challenges

Foo Xu Hui, 24

Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities recipient

Xu Hui became paralysed from her waist down after slipping and falling when she was 17. She had to stop school because of her long hospitalisation and intensive rehabilitation. She returned to school only seven months later. She battled low self-esteem in junior college and didn't do as well as she hoped in her GCE 'A' Levels. However, an offer by Nanyang Technological University to study biological sciences gave her a more positive outlook on life. Receiving the Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities was another encouragement to her. Her family would not have to worry about her school fees, and she can focus on her studies and improving her skills in swimming, which she competes in, and singing, which she loves.



Supporting Persons with Disabilities in Employment

Employment provides dignity and self-reliance. SPD strives to secure work opportunities for persons with disabilities in supported, sheltered and open employment.

1. Employment Support Programme (ESP)

Through the **Employment Support Programme (ESP)**, we help people with physical disabilities as well as hearing and vision loss secure open employment. The ESP also provides job support of up to at least six months to ensure that clients placed in open employment are able to adapt and cope with the job and working environment, as well as courses and training on improving employability.

Highlights



- The Employment Support System was implemented to facilitate job matching by integrating employer job orders with job preferences of job seekers with disabilities and engagement with employers.

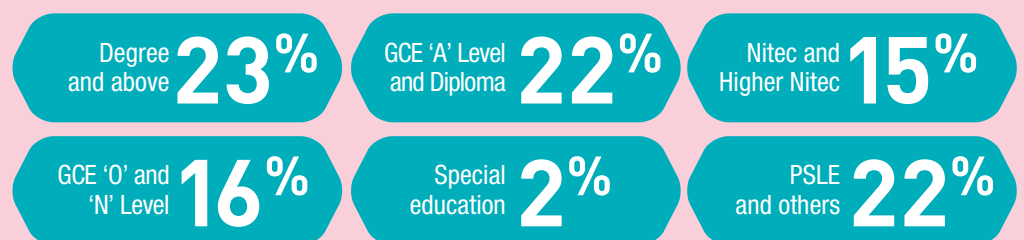
Profile of Clients in ESP



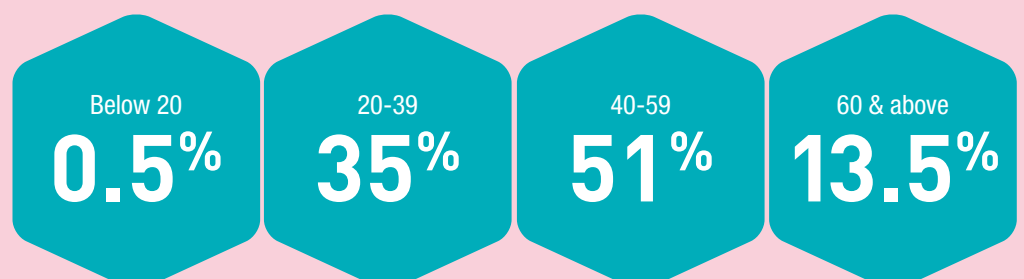
Types of Disabilities



Highest Education



Age Group



Figures



481

jobseekers
with disabilities
supported

201

placed in open
employment
at **127**
organisations

41

vocational
training classes
conducted

391

training places
provided to increase
the employability of
141
trainees



Never Giving Up on the Opportunity to be Independent

Alan Soh, 41

Employment Support Programme client

Alan was diagnosed with partial hearing loss in both ears about 20 years ago. He uses a hearing aid on his left ear and has a cochlear implant on his right ear. Although Alan can speak and articulate well, albeit with a slight slur, it was difficult for him to land the right job as he had low confidence and lacked the relevant working experience. When he first enrolled in the ESP, he attended Skills Enabling Training courses where SPD's trainer and social worker helped in developing his soft skills and improving his self-confidence. Leveraging his people-oriented personality and IT savviness, the job coach matched him to a customer service officer position with C&W Services, where he handles social media enquiries for a major company in Singapore. With job support from the ESP, Alan was able to sustain and manage well in his job. He is glad to be a contributing member of society and people around him.



2. SPD Sheltered Workshop

Our longest running programme, the **SPD Sheltered Workshop** provides supported employment and vocational training for persons with disabilities through projects and contract work, in both simulated and actual working environment. They are engaged in either skilled craftwork like bookbinding, book restoration and making of lifestyle products, assembly and packing work as well as IT-related projects such as digital archiving and data entry.

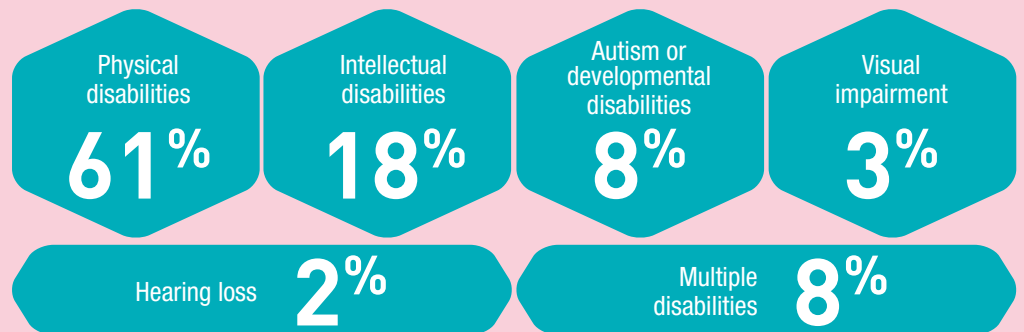
Highlights



- More than 20 persons with disabilities were hired in a digital scanning project spanning five years. This has significantly improved the financial independence of the trainees.
- A partnership was struck with Keppel Corporation to rejuvenate the workshop over three years. There will be an apprenticeship programme to provide artisanal skills training and develop a new line of products. Other notable partnerships include notebook-making workshops with MUJI Singapore, exclusive SIA batik printed journals hand-bound with upcycled fabric, and placement of our products on Singapore Airline's KrisShop.

Profile of Sheltered Workshop Trainees

Types of Disabilities



Figures



184 persons with disabilities supported

10 trainees graduated to open employment

51 trainees engaged in enclave work assignments, up from 30 last year.

\$872,881

generated from the workshop, which is more than double of last year and mostly from digital scanning projects

Making Friends and Finding Independence



Aaron Tey, 20

SPD Sheltered Workshop trainee

Aaron has moderate Autism Spectrum Disorder (ASD) and moderate intellectual disability. Although gentle at heart, he has a tendency to speak loudly and has difficulty regulating his emotions. When Aaron was first transferred to an enclave worksite, he struggled to understand the changes to his work routine. Our occupational therapists practiced appropriate social interaction with Aaron through role play and communication cards. They taught him to raise his hand and request for a cooling down time when he felt upset. Aaron was also given a schedule to help him anticipate changes in his routine. Over time, not only did Aaron's social skills improve, he also learnt to work independently. He has matured into a young adult and is well-liked by his supervisors and co-workers.



3.

Transition to Employment (TTE)

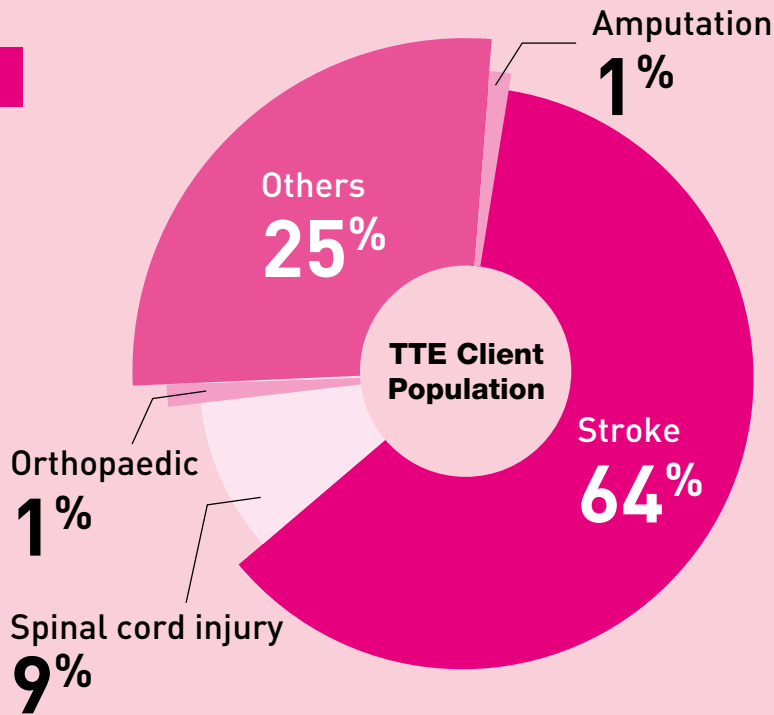
The **Transition to Employment** is a community-based programme that adopts a trans-disciplinary and client-centred approach to help persons with acquired physical disabilities return to work or school.

Highlights



- TTE received its first three-year CARF accreditation, a recognition of the programme's standards.
- 17 of the discharged clients returned to former employment and another 16 found new employment.

Figures



74% of discharged clients went back to work

96 clients served of whom
45 were discharged

Stepping Out with Confidence



Lim Chin Huat, 60
Transition to Employment client

Mr Lim was previously working as a kitchen helper when he had a stroke in 2018. His self-confidence took a hit as he dealt with the after-effects of the stroke. Mr Lim had to walk slower as he feared falling due to poor balance and was weaker on the left side of his body. At one point, he didn't want to take public transport and felt ashamed of his disabilities. Mr Lim enrolled in TTE in mid-2018, hoping to go back to the mainstream workforce. Through vocational training, he obtained the necessary certifications to regain employment in the F&B sector. A more confident and happier Mr Lim returned to work as a service staff with Sushi Express in May 2019.



Improving Quality of Lives

We seek to improve the lives of persons with disabilities and their caregivers by providing respite care as well as therapy services for the community.

1. Day Activity Centre

Through balanced and structured programmes, the Day Activity Centre (**DAC**) at SPD Ability Centre in Tiong Bahru meaningfully engages adults with disabilities and build their skills in self-help, community living and social recreation. Caregivers and family members also get much-needed respite from their caregiving duties.

Highlights



- DAC introduced an enhanced day care model called DAC Without Walls, which allows clients to spend part of their day in community spaces instead of a centre. Our first cohort of 10 clients experienced higher community engagement and integration through park and nature walks, meals at hawker centres, and sports.

Figures



90

respite care recipients

Type of Disabilities

ASD

15

Physical

37

Intellectual

3

Multiple

35

Subsidies After Means Test

Public assistance (PA):

3

clients

With 80% subsidies:

38

clients

With 75% subsidies:

17

clients

With 60% subsidies:

6

clients

With 30% -55% subsidies: 5 clients

No subsidies: 21 clients



Integrating into Mainstream Society

Isaac Lim, 20

Day Activity Centre client

Isaac was diagnosed with Autism Spectrum Disorder when he was young. He faces difficulties in controlling his impulses and does not understand social norms. When he first enrolled into the Day Activity Centre (DAC), an area to be addressed was managing his intrusion of personal space with female strangers. Isaac knows that it is inappropriate to do so and would try very hard to control his impulse to act but there were still many times he was unable to do so.

To tackle this challenge, the DAC team continuously educated Isaac on the social norms of physical contact. When Isaac was observed to be invading someone's personal space, the team would stop him and tell him firmly not to. They also worked closely with Isaac's parents on how to respond to such situations outside of SPD.

With consistent interventions and verbal prompting, Isaac now has more control over his behaviour and the frequency of his impulses have decreased from a few times a week to once a fortnight.



2. Rehabilitation Centres

The **SPD Rehabilitation Centres**, located at the SPD Ability Centre and SPD@Toa Payoh, provide step-down care in the community for adults and the elderly with disabilities. Day care programme for the elderly is also available at SPD@Toa Payoh. Clients we serve include those with neurological, orthopaedic, medical, and surgical conditions as well as congenital disabilities.

Highlights



The SPD Rehabilitation Centres secured CARF re-accreditation for another three years. The accreditation, dating back to 2015, affirms our commitment in delivering the highest level of care.



Figures



444

clients supported at the Rehabilitation Centres

141

clients enrolled in SPD@Toa Payoh's day care programme

22,865

therapy sessions provided at Rehabilitation Centres and SPD@Toa Payoh's day care programme



Aging in Place at Home

Anjelai d/o A Krishnasamy, 79
Day Care client, SPD@Toa Payoh

Mdm Anjelai was home-bound and her quality of life compromised due to a multitude of health issues including pneumonia, anaemia, arthritis, cataracts and depression. She was unable to get around in the community on her own nor do housework. Her son, who is her main caregiver and also a person with disabilities, only goes out using his motorised wheelchair to buy food and for dialysis.

Mdm Anjelai was enrolled in SPD@Toa Payoh's day care programme in February 2020 so that she could be more meaningfully engaged in the day. She enjoys the company of the other elderly clients at the centre and participates actively in the activities. Mdm Anjelai socialises well with the staff and her peers, and today enjoys a vastly improved quality of life.



Successful Return to Normalcy After Stroke

Charlson Manor, 66
Rehabilitation Centre client

Mr Manor is a director of a company which designs and fabricates the interior of ships. A multi-regional stroke in early 2020 affected his movement, balance, memory as well as speech. Mr Manor required supervision in ambulating in the community and assistance in recalling events or even remembering his shopping list. A few months into rehabilitation sessions at the SPD Rehabilitation Centre, Mr Manor is now independent in moving about in the community and has started driving. He is looking forward to returning to work.



Unlocking Potential through Technology

We promote the use of assistive technology (AT) at the Specialised Assistive Technology Centre (Specialised ATC) situated at Tech Able, which is jointly managed by SPD and SG Enable, at the Enabling Village.

Highlights



- Satellite AT Loan Libraries were set up at all three ITE campuses and five Polytechnics to benefit students with special educational needs and learning issues. Our AT professionals trained the educators and refreshed AT devices for the students, paving the way for the schools to manage their students with simpler AT needs, with the more complex cases referred to the Specialised ATC.

Figures



272

lives enriched through AT prescriptions

666

intervention/training sessions conducted

713

AT devices loaned out

A New Tech-Enabled Life

Valerie Thia, 15
Specialised Assistive Technology Centre client

Valerie was born with cerebral palsy which affects her mobility and speech. Currently a student at a mainstream secondary school, she initially faced many challenges in her learning. She could not participate effectively in classroom discussions due to her slurred speech, and her teachers could not decipher her writing. These challenges extended to her examinations as well.

After assessing her needs, our AT professionals prescribed an onscreen keyboard in a tablet for Valerie to type using her elbow, wrist or finger. The tablet's text-to-speech function allowed her to communicate effectively. She completes and submits her academic tasks on subject-specific accessible software. The AT Loan Library also prepares and loans her assessment-ready devices to enable her to take her examinations using familiar functions, apps and software.

With the help of AT, Valerie is now a more confident individual. She even co-presented at the 2019 EduTech Asia Conference held at Suntec City Convention Centre and answered questions using her tablet's speech-to-text function.



Supporting Clients and Caregivers in Every Way

1. Case Management Services

Through the **Specialised Case Management Programme (SCMP)**, our social workers and case management officers provide counselling, financial assessment and assistance, guidance on self-care management and referrals for persons with disabilities and their families, connecting them to useful community resources.

Figures



540

individuals and their families received case management support

534

home visits conducted

Profile of SCMP Clients



Age Group

70%

middle aged and elderly

30%

youths and young adults

Gender

67%

male

33%

female

Household Income

Over 50% earned or received less than \$1,200 in income or grants

Types of Disabilities

90%

physical and multiple disabilities

10%

sensory, developmental or intellectual disabilities



Highlights



- 20 clients with disabilities participated in “Branches”, a specially-curated four-part series aimed at equipping and empowering them to be more active and independent, and to take better care of themselves and others around them.
- Collaborated with Nanyang Polytechnic’s social work students in a project to provide training for 19 SPD clients to help them gain confidence in independent community travelling.

2. Caregiver Support

1,937

caregivers were supported and engaged through a series of training, support activities, events and field trips.



Launched in November 2019, the “ABCs of Caregiving” guide is a 143-paged one-stop reference on tips, self-care and resources for caregivers of persons with disabilities that Nanyang Polytechnic social work students co-developed with SPD as a final year research project.

13

caregivers stepped up as caregiver champions to organise events and manage projects. One key initiative was the setting up of the Caregiver Resource Library at SPD@Bedok to offer caregivers learning materials that they can work on with their children at home.

3. Subsidies & Financial Assistance



More than
\$20,000

had been tapped from the SPD Care Fund which is used as an interim financial assistance for persons with disabilities in social or healthcare crisis, as well as to subsidise purchases of essential assistive technology and motorised devices for 29 clients.



Renewed Hope

Jumiah Binte Junit,
62 years old
*Specialised Case Management
Programme client*

Mdm Jumiah was diagnosed with poliomyelitis since young. The condition has affected her limbs and she requires a wheelchair to move about. Mdm Jumiah used to have difficulty leaving her home as the three steps at the door to her flat proved a significant obstacle. SPD’s social workers helped her to apply for the construction of and subsidies to a ramp. Thereafter, social workers also helped Mdm Jumiah with the purchase and upkeep of a motorised wheelchair so that she can move about in the community with much less effort. More recently, social workers also helped her with the utilisation of digital messaging platforms so that she is able to send voice messages to her friends and family. The case management support has helped Mdm Jumiah improve her mobility independence and social life.



Growing the Sector Together

The SPD Therapy Hub recruits and manages a pool of physiotherapists, occupational therapists and speech therapists to meet the needs of the sector. This also provides greater career development options for our staff.

Highlights



➤ The **SPD Therapy Hub** was appointed to collaborate with National Council of Social Service and the Centre for Evidence and Implementation to address the constant shortage of therapists in the social service sector by increasing productivity through process improvements, job redesigning and embracing technology.

Figures



100

physiotherapists and occupational and speech therapists supported children, adults and the elderly in

61

programmes within SPD and in the community such as in nursing homes, day activity centres, community hospitals, EIPIC centres, and schools.

6,174

clients supported by SPD Therapy Hub

Number of school personnel trained

Our early intervention professionals trained 197 school personnel to build their competencies in supporting children with special needs in mainstream schools and preschools. This was a 43 per cent increase from last year.

Courses	No. of Runs	No. of Participants
Identification and Classroom Management of Pre-schoolers with Learning Difficulties (ICMPLD)	4	66
MOE Allied Educators Training	4	131
Total	8	197

The early intervention team conducted learning journeys for 28 learning support educators from the National Institute of Early Childhood Development (NIEC). Clinical attachments and internships were provided for seven students studying in fields such as early intervention, social work and psychology.

28

participants attended learning journeys conducted by SPD

7

internships / clinical attachments

Seeding Mindset Change

Through talks, events, visits as well as training and workshops, we reached out to over 10,000 individuals with the aim of inculcating an inclusive mindset among Singaporeans.

We conducted four complimentary disability etiquette sessions for the public, and close to 20 talks and workshops on disabilities for organisations to empower them to better support persons with disabilities in their work and businesses.

Workshops were also conducted for public transport workers so that they could better support commuters with disabilities. The team also supported SMRT in the production of two public education videos focused on assisting persons with physical and visual impairment on buses and trains.

Highlights



- In conjunction with the International Day of Persons with Disabilities in December, we launched UNLABEL, a public education campaign featuring persons with disabilities and their passions, to correct misconceptions and change stereotypes. Posters of the campaign were installed in train stations across the island, courtesy of SMRT.

Figures



We leveraged the media including social media to advocate positive change

652 media mentions

10,396

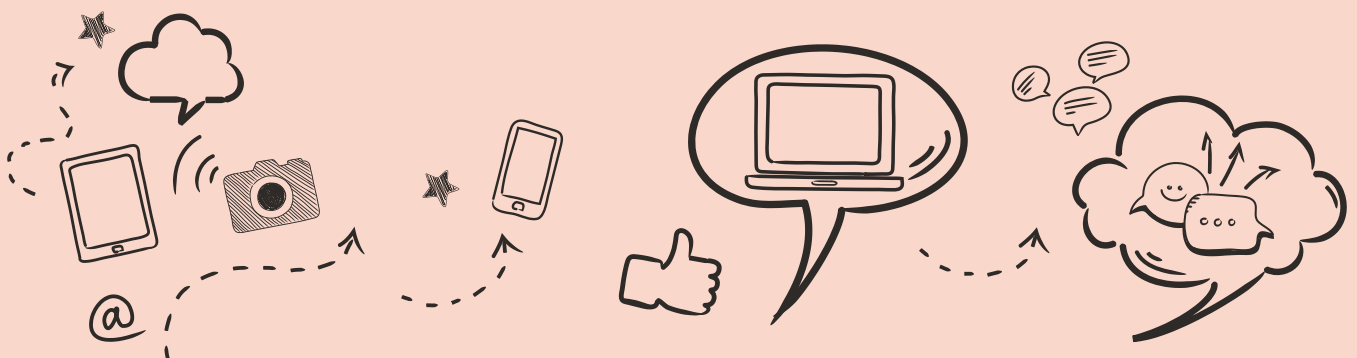
social media followers

Gained
3,000

new followers

1,024

social media postings



Our Supporters

We garnered the community and built a network of supporters who believed in supporting persons with disabilities and building an inclusive society for all.

Here are some whom we have worked with in the year:

Community Partners



Healthcare Institutions

- » Therapists from the SPD Rehabilitation Centre with our social workers from the Specialised Case Management Programme ran the spinal cord injury support group for five patients and SPD clients who had spinal cord injuries.
- » **SPD Therapy Hub** joined in the planning of the One Rehab framework with **SingHealth** and the **National Healthcare Group** regional clusters where the **Ministry of Health** came together with social and community sectors, acute hospitals, community hospitals and polyclinics to better segment the rehabilitation needs of patients, so that rehabilitation care can be delivered at the most appropriate care setting and anchored within the community and closer to patients' homes.

Government Agencies

- » Our EIPIC team collaborated with the **National Library Board** on initiatives to promote inclusion among its readers. The first was the setting up of an inclusive library prototype with sensory-friendly features that help children with autism navigate the library space. The second was the **Special Play Time**, a pilot programme that enabled children with and without developmental needs to interact meaningfully through play.
- » SPD joined in the **3rd Enabling Masterplan's Employment & Employability** sub-committee to provide different vocational and employment pathways to enhance the employability of persons with disabilities.
- » The SPD Therapy Hub was appointed to collaborate with **National Council of Social Service** and the **Centre for Evidence and Implementation** in Project Back-to-Basics (B2B) to address the continued shortage of therapists in the social sector.



Volunteers

290 individuals and
87 corporates and schools
donated
20,417 hours

215 individuals and
29 institutions
were newly recruited from
companies, schools and
community groups

More than
26
regular volunteers
supported EIPIC teachers
in classrooms and
development of teaching
resources



Ms Mavis Pung

corporate volunteer from Hewlett Packard Enterprise for Day Activity Centre (DAC)

“Too often the power of a touch, a smile and a listening ear is being underestimated. We always felt fulfilled after seeing the smiles and happiness written on the DAC clients’ faces after each session. Thank you, SPD, for giving us an opportunity to achieve your vision of building an inclusive community, where everyone is part of it, not apart from it.”

Soka Volunteers Group

corporate volunteer group for SPD@Toa Payoh

“Create values in the lives of people we serve. Based on the Buddhist principle of respect for the dignity of life, the Soka Volunteer Group aims to contribute to the well-being of the community and individuals we serve.”



Ms Nancy Zheng

founder of Singapore Leshan, community volunteer group for DAC, Sheltered Workshop and SPD@Toa Payoh

“I remember the first time I was at the Sheltered Workshop. I saw people with disabilities of different ages and genders at work and they greeted me with smiles and we shook hands. These hardworking people did not rely on others, preferring instead to be self-reliant. I was deeply inspired and moved by their bravery and courage. Thank you SPD for giving us the opportunity to help them do something meaningful.”

Mr Raymond Tan

Advisor for MOM’s Community and Environment Outreach Club,
corporate volunteer group for Sheltered Workshop

“The Ministry of Manpower (MOM) is privileged to be a part of SPD’s Corporate Volunteer Programme. Our involvement at SPD’s Sheltered Workshop has provided MOMers with incredibly meaningful opportunities in preparing persons with disabilities for employment. MOMers are thrilled and inspired to contribute in our small ways to support persons with disabilities during the vocational training workshops. We look forward to the continued partnership with SPD.”

Donors, Sponsors, Supporters



\$4.5 million raised through corporate and individual giving



Mr Graham Horn

Senior Vice President, Surface Product Management, TechnipFMC

“SPD continues to enable and empower the community with disabilities in Singapore, and TechnipFMC is proud to be a partner for the past 16 years. We are inspired by their passion and are extremely pleased that our employees are given the opportunity to give back to the community through the meaningful activities.”

Mdm Chen Ching

Chief Executive Officer, CMA Singapore

“At CMA, we are fully committed to helping children realise their potential, a mission closely aligned to SPD’s mission. We believe that it is more blessed to give than to receive so let us continue to learn to give to society by working in tandem with worthy organisations such as the SPD.”



Mr Lee Weng Chong

Individual donor

“I had the good fortune to be connected to SPD some years ago and I have been donating ever since. I am very happy to see that the money has been well spent on their wide range of programmes and services for the disabled community. My recent visit to their premises reinforced my commitment to continue supporting them and I sincerely urge everyone to support their very worthy cause.”



Mr Ho Tong Yen

Chief Executive Officer, Keppel Care Foundation

“Keppel aims to nurture communities wherever we operate. We are glad to support the SPD Sheltered Workshop by helping the trainees develop skills thereby improving their access to employment opportunities, as well as contributing through skills-based volunteerism by Keppel volunteers to improve the efficiency and financial viability of the workshop.”

Mr Sat Pal Khattar

Board of Trustees, Chew How Teck Foundation

“The Chew How Teck Foundation is happy to support SPD in their laudable cause of helping people with disabilities of all ages. We wish for SPD to continue their good work and look forward to supporting them for many years to come.”



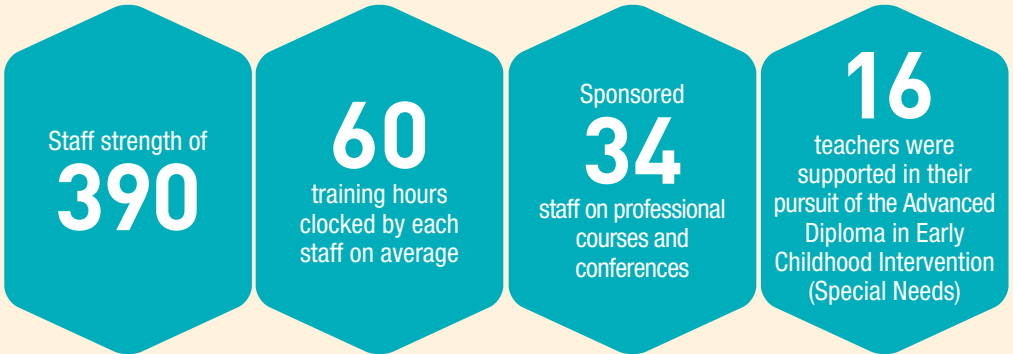
Our People

Our people are our most valuable assets. They are passionate and committed individuals who work alongside persons with disabilities, delivering the best care in the most efficient manner, so that those under our care can be independent and self-reliant.

Figures



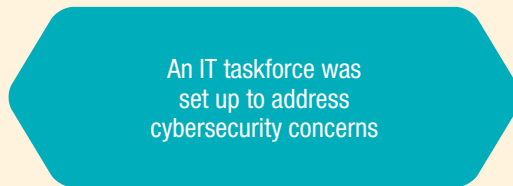
People Development



Service Quality Commitment



Process Improvements



Giving Back



Outlook for the Next Financial Year

Programme Enhancements

- » Implement the **Readiness Classroom for Transition** initiative at the Building Bridges EIPIIC Centre in Jurong to better prepare children with special needs who have potential for mainstream education.
- » Bolster the number of trainees under the **Sheltered Workshop apprenticeship programme** to support the development of new product lines.
- » Increase research efforts to improve services and enhance practices. A research panel would be set up to approve staff-initiated projects.

Boost Technological Capability

- » Implement **tele-practice services** for clients who require rehabilitation services, and provision of remote support to SPD clients and external partners.
- » Implement the new human resource system, e-learning management system and donor management system to improve staff's efficiency and productivity.
- » Develop and pilot a **SMART Home kit** by Specialised ATC to aid independent living at home.

Improve Staff Capability

- » Improve capability of key staff at the Day Activity Centre and Sheltered Workshop through courses in classroom management, job coaching and programme planning.
- » Attain **Rehabilitation Engineering and Assistive Technology Society of North America (RESNA) certification** for key professionals at Specialised ATC.

Infrastructure

- » Install dementia-friendly infrastructure at SPD@Toa Payoh to cater to 20 seniors with mild dementia.
- » Renovate Building Bridges EIPIIC Centres at SPD@Jurong and SPD Ability Centre to provide a more conducive learning environment for caregivers and children.

How We Are Adapting to COVID-19

The COVID-19 situation has disrupted Singapore and affected many industries and people. An Infection Management Committee was set up in February 2020 to respond promptly to the rapidly evolving situation. During the Circuit Breaker, SPD offered remote support to clients and caregivers, and piloted telepractice sessions for clients from the Continuing Therapy Programme and the SPD Rehabilitation Centres. Going forward, we will incorporate these practices in our programme model and constantly review our work as part of the new normal.

Our Leadership

Patron

Her Excellency, Madam Halimah Yacob
President of Singapore

Board of Management

Ms Chia Yong Yong, BBM, PBM
President (23 August 2008 – current)
Vice-President (29 July 2006 – 23 August 2008)
Managing Director, Chia Yong Yong Law Corporation

Mr Ngan Wan Sing, Winston
Vice-President (25 August 2012 – current)
Honorary Assistant Treasurer
(21 August 2010 – 25 August 2012)
Partner, Ernst & Young LLP

Ms Chow Siew Ying
Honorary Treasurer (27 August 2016 – current)
Chief Financial Officer, Woodlands Health Campus

Mr Zhang Weijie
Honorary Assistant Treasurer (16 July 2019 – current)
Director (Strategy), National Research Foundation, PMO

Mr Tang Liheng
Honorary Assistant Treasurer
(25 August 2018 – 15 July 2019)
On study leave

Prof Ho Lai Yun, BBM, PBS, PBM, JP
Member

Mr Lim Hua Beng
Member

Dr Ng Yee Sien
Member

Ms Ong Toon Hui
Member

Mr Tan Soo Nan
Member

Mr Yeo Teck Guan
Member

Mr Abhimanyau Pal
Ex-Officio Secretary
(from 1 December 2010)

Audit Committee

Chairperson
Mr Ngan Wan Sing, Winston

Members
Ms Suman Kishinchand Balani
Mr Kamalarajan M Chettiar
Mr Ling Ang Kerng, Kelvin
Mr Yeo Jeu Nam

Resource Mobilisation & Partnerships Committee

Chairperson
Mr Tan Soo Nan

Members
Mrs Diana Ee-Tan
Mr James Ong
Mr Tan Yuh Woei
Mrs Yeo Su Chen
Mr Yeo Teck Guan
Mr Philip Chan Man Ping (Appointed 1 April 2020)
Dr Claire Tan Lee Fang (Appointed 1 April 2020)

Human Resource & Remuneration Committee

Chairperson
Ms Ong Toon Hui

Members
Ms Chia Yong Yong, BBM, PBM
Mr Low Wong Fook
Ms Poh Hwee Hian

Services Committee

Chairperson
Prof Ho Lai Yun, BBM, PBS, PBM, JP

Members
Mr Lim Hua Beng
Dr Lim Sok Mui, May
Dr Ng Yee Sien
Ms Susan Niam
Mr Tang Liheng
Dr Wong Meng Ee
Mr Zhang Weijie

Senior Management

Abhimanyau Pal, Chief Executive Officer
Becky Hoo, Director, Children Services
Joyce Wong, Director, Resource & Impact
Quek Hong Choon, Director, Organisational Development (until 30/11/2019)
Esther Chong, Director, Organisational Development (from 02/01/2020)
Tay Soong Kiang, Director, Corporate Services
Mitchell Leow, Director, Community Partnerships
Teo Pek Wan, Acting Director, Adult & Elderly Services
Katherine Sng, Deputy Director, Community Partnerships



Governance

In the year, the Board of Management with the assistance of its Audit Committee, oversaw the completion of a three-year internal audit cycle. The audit ensured SPD had a robust and effective system of internal controls, addressing financial, operational, information technology and compliance risks. An IT taskforce headed by Board member, Mr Yeo Teck Guan, also reviewed SPD's cybersecurity capabilities in view of threats in the external environment.

SPD was conferred the **Charity Transparency Award** for the fourth consecutive year in December 2019 since this award was introduced in 2016.

SPD's Board renewal and succession plans align with the term limits adopted through Constitutional amendments effected 1 January 2019. The current Board members, both elected and co-opted in 2018 before the Constitutional amendments, are serving the second of their two-year term which ends in September 2020. As at FY2019/2020, Ms Chia Yong Yong is the only Board member to have served beyond 10 consecutive years. Mr Ngan Wan Sing, Winston will exceed 10 years of service only after FY2019/2020. The leadership of President and Vice-President are critical to the Board's succession plans and for transitional implementation of the Constitutional amendments.

SPD's Constitution, bye-laws and Board policy govern and guide the selection, recruitment, election, appointment and induction of new Board members. In the year, Mr Kelvin Ling was co-opted to the Board while continuing to serve as a member of the Audit Committee. The Fundraising Committee was reconstituted as and

renamed the **Resource Mobilisation and Partnerships Committee** (RMPC) to better respond to an evolving fundraising landscape. The RMPC is poised to drive stakeholder engagement strategy to nurture, build and maintain long-term relationships with key leaders across government, private and people sectors for longer term sustainability. Along with the reconstitution, the RMPC was strengthened with the addition of four new Board Committee members. They are Mr James Ong, Mr Tan Yuh Woei, Mr Philip Chan and Dr Claire Tan.

Both new and continuing Board and Board Committee members improved skills and acquired knowledge in the discharge of their stewardship roles. Apart from attending courses, this was achieved by their serving the sector and community at large where they had opportunities to network and learn from other boards. The Board undertakes regular self-evaluation to improve their effectiveness.

The Board has appointed the Services Committee, RMPC, the former Fundraising Committee, Human Resource & Remuneration Committee, and Audit Committee to support its work. There are Terms of Reference set by the Board and these Terms are reviewed from time to time to maintain relevancy and good governance.

In accordance with SPD's Constitution, the Board held four Board meetings, apart from non-mandatory special meetings and expertise-based special projects get-togethers.

Board of Management Attendance at Board Meetings

Board Member	Designation for Term 2018-2020	Attendance in FY2019/2020
Ms Chia Yong Yong, BBM, PBM	President	3 out of 4
Mr Ngan Wan Sing, Winston	Vice President	4 out of 4
Ms Chow Siew Ying	Honorary Treasurer	4 out of 4
Mr Zhang Weijie	Honorary Assistant Treasurer	4 out of 4
Professor Ho Lai Ying, BBM, PBS, PBM, JP	Member	3 out of 4
Mr Lim Hua Beng	Member	4 out of 4
Mr Ling Ang Kerng, Kelvin	Member	3 out of 4
Dr Ng Yee Sien	Member	4 out of 4
Ms Ong Toon Hui	Member	4 out of 4
Mr Tan Soo Nan	Member	4 out of 4
Mr Tang Liheng	Member	3 out of 3*
Mr Yeo Teck Guan	Member	3 out of 4

*Granted Leave of Absence by Board of Management during overseas study leave



Reserves Policy

SPD maintains a pragmatic reserves policy which is to ensure that the immediate needs of clients are met with sustainable resources to support our clients through the programmes and services.

As at 31 March 2020, SPD’s reserves stood at about 8.9 months.

The Board regularly reviews the financial performance and forecasts against budgets to ensure that reserves are adequate to fulfil our continuing obligations.

Conflict of Interest Policy

SPD’s conflict of interest policy which is approved by its Board, requires Board and Board Committee members and employees to declare actual or potential conflicts of interest on a regular, need to and earliest opportunity basis. Conflict of interest is also managed through excluding staff and Board members from discussions and decision-making where there is a conflict of interest. Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled.

Code of Governance Evaluation Checklist for the Year Ended 31 March 2020

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied	
2	Are there governing Board members holding staff* appointments? Remarks: (skip questions 3 and 4 if “No”)		No	
3	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3		
4	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5		
5	The Treasurer of the charity (or any person holding an equivalent position in the charity e.g. Finance Committee Chairman or a governing Board member responsible for overseeing the finances of the charity) can only serve a maximum of four consecutive years. If the charity has not appointed any governing Board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
6	All governing Board members must submit themselves for re-nomination and re-appointment at least once every three years.	1.1.8	Complied	

7	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every three years, whichever is shorter.	1.1.12	Complied
8	Is there any governing Board member who has served for more than 10 consecutive years? Remarks: (skip item 9 if "No")		Yes
9	The charity discloses in its annual report the reasons for retaining the governing Board member who has served for more than 10 consecutive years	1.1.13	Complied
			<p>SPD's Board is elected for a term of two years. The current Board was elected before term limits came into effect on 1 January 2019. The Board term ends September 2020.</p> <p>In FY2019/2020, Ms Chia Yong Yong would have served beyond 10 consecutive years. She was elected in 2018 as SPD benefits by her unique experience and leadership.</p> <p>As at FY2019/2020, Mr Ngan Wan Sing, Winston is in his ninth year of service and will cross into his 10th consecutive year after that. His continuation is critical to the Board's leadership succession plans, both at Board and Board Committee levels.</p> <p>In compliance with the spirit of the Code, SPD elects to disclose the reason for Mr Ngan Wan Sing, Winston's continuation although he has not exceeded the 10 years limit.</p> <p>The above Board members' continuation is also related to transitional implementation of SPD's Constitutional changes relating to Board term.</p> <p>Please also refer to Annual Report.</p>
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied

CONFLICT OF INTEREST

11	There are documented procedures for governing Board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
12	Governing Board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied

STRATEGIC PLANNING

13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
14	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied



HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

15	The Board approves documented human resource policies for staff.	5.1	Complied
16	There is a documented Code of Conduct for governing Board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
17	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
18	Are there volunteers serving in the charity? Remarks: (skip item 19 if "No")		Yes
19	There are volunteer management policies in place for volunteers.	5.7	Complied

FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

20	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied
21	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
22	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
23	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied
24	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
25	Does the charity invest its reserves (e.g. in fixed deposits)? Remarks: (skip item 26 if "No")		Yes
26	The charity has a documented investment policy approved by the Board	6.4.3	Complied

FUNDRAISING PRACTICES

27	Did the charity receive cash donations (solicited or unsolicited) during the financial year? Remarks: (skip item 28 if "No")		Yes
28	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied
29	Did the charity receive donations in kind during the financial year? Remarks: (skip item 30 if "No")		Yes
30	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied

DISCLOSURE AND TRANSPARENCY

31	The charity discloses in its annual report: (a) the number of Board meetings in the financial year; and (b) the attendance of every governing Board member at those meetings.	8.2	Complied
32	Are governing Board members remunerated for their services to the Board? Remarks: (skip questions 33 and 34 if "No")		No
33	No governing Board member is involved in setting his or her own remuneration.	2.2	
34	The charity discloses the exact remuneration and benefits received by each governing Board member in its annual report OR the charity discloses that no governing Board member is remunerated.	8.3	
35	Does the charity employ paid staff? Remarks: (skip questions 36, 37 and 38 if "No")		Yes
36	No staff is involved in setting his own remuneration.	2.2	Complied





37	<p>The charity discloses in its annual report the annual remuneration –</p> <p>(a) the total annual remuneration for each of its three highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and</p> <p>(b) whether any of the three highest paid staff also serves as a governing Board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000 OR the charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied
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38	<p>The charity discloses the number of paid staff who satisfies all of the following criteria:</p> <p>(a) the staff is a close member of the family* belonging to the Executive Head* or a governing Board member of the charity;</p> <p>(b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000 OR the charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing Board member of the charity who has received remuneration exceeding \$50,000 during the financial year.</p>	8.5	Complied
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DISCLOSURE AND TRANSPARENCY

39	<p>The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.</p>	9.2	Complied
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Notes :

- * Staff: Paid or unpaid individual who is involved in the day-to-day operations of the charity, e.g. an Executive Director or administrative personnel
- * Volunteer: A person who willingly serves the charity, without expectation of any remuneration.
- * Close member of the family: A family member belong to the Executive Head or a governing Board member of a charity-
 - (a) who may be expected to influence the Executive Head’s or governing Board member’s (as the case may be) dealings with the charity; or
 - (b) who may be influenced by the Executive Head or governing Board member (as the case may be) in the family member’s dealings with the charity; or
- A close member of the family may include the following:
 - (a) the child or spouse of the Executive Head or governing Board member;
 - (b) the stepchild of the Executive Head or governing Board member;
 - (c) the dependant of the Executive Head or governing Board member;
 - (d) the dependant of the Executive Head’s or governing Board member’s spouse.
- * Executive Head: The most senior staff member in charge of the charity’s staff.

The profiles of members of the Board of Management and Board Committees may be viewed on SPD’s website together with SPD’s Code of Ethics and Conduct and its Whistle Blowing Policy and Procedures. The organisation continues in its efforts to improve transparency and facilitate public access to critical information on governance matters.

Summarised Financial Statements

BALANCE SHEET

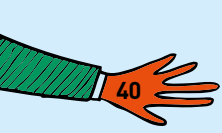
as at 31 March 2020

	2020	2019
ASSETS		
Current Assets	53,210,249	44,738,669
Non-Current Assets	1,893,581	2,914,060
TOTAL ASSETS	55,103,830	47,652,729
FUNDS AND LIABILITIES		
Current Liabilities	10,920,033	8,931,001
General Fund	26,304,361	23,935,766
Restricted and Designated Funds	17,879,436	14,785,962
TOTAL FUNDS AND LIABILITIES	55,103,830	47,652,729

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2020

INCOME		
Voluntary Income	5,535,878	7,409,053
Investment Income	671,173	488,003
Income from Charitable Activities	29,424,129	26,015,821
Other Income	15,887	46,393
TOTAL INCOME	35,647,067	33,959,270
EXPENDITURE		
Cost of Generating Voluntary Income	1,111,298	1,876,599
Charitable Activities Expenses	28,146,583	27,318,041
Governance Costs	927,117	817,281
TOTAL EXPENDITURE	30,184,998	30,011,921
NET INCOME	5,462,069	3,947,349



Thank You!

Donor Acknowledgment (April 2019 to March 2020)

Supporters and volunteers/organisers of events, donation-in-kind, services offered to SPD from April 2019 to March 2020.

\$250,000 and above

Asia Pacific Breweries Foundation
Far East Organization
President's Challenge

\$100,000 - \$249,999

Keppel Care Foundation
Kowloon Club
Sheng Siong Supermarket Pte Ltd
Tote Board

\$50,000 - \$99,999

Chew How Teck Foundation
Keppel Club
NatSteel Holdings Pte Ltd
TechnipFMC

\$10,000 - \$49,999

AAstar Pte Ltd
Apple Inc.
Bengawan Solo Pte Ltd
Berzins Andrey Charles
Certis CISCO Security Pte Ltd
Chan Man Ping Philip
Chung Seow Lim
CMA Mental Arithmetic Centre Pte Ltd
DBS Bank Ltd
Estate of Lim Shan Shan
Exyte Singapore Pte Ltd
Hai Leck Holdings Ltd
Hitachi Vantara Pte Limited
Ho Ching
Hoe Kee Hardware Pte Ltd
Hotel Grand Central Ltd
HY Building & Maintenance Services Pte Ltd
Invisalign Singapore Pte Ltd
JU-I Properties Pte Ltd
Jung Young Soo
Jurong Port Pte Ltd

Kuan Im Tng Temple (Joo Chiat)
Lee Foundation, Singapore
Lim Shyong Piau
Lock Chee Wah
M+F Pte Ltd
Marina Bay Sands Pte Ltd
Mellford Private Limited
Methodist Girls' School
Ng Kim Suan Foundation
Ngan Wan Sing Winston
Oan Chim Seng
Pavilion Capital International Pte. Ltd.
Phillips 66 International Trading Pte Ltd
Pushpavalli
Rhapsody Concept Pte Ltd
Samir Chandra Arora
Samsung Asia Pte Ltd
Sankyu (Singapore) Pte Ltd
SATS Ltd
Seet Lucy
Singapore Aero Engine Services Pte Ltd
Singapore Pools (Private) Limited
Singapore Power Limited
SJJ Marine Pte Ltd
SymAsia Singapore Fund
Teo Peck Leng Iris
Trailblazer Foundation Ltd
V3 Group (Singapore) Pte Ltd
Wang Learning Centre Pte Ltd
Woh Hup (Private) Limited
Zhou Haiyan

\$3,000 - \$9,999

Acquired Capital Pte Ltd
ADDP Architects LLP
Aegis Building & Engineering Pte Ltd
Agri-Supplies Pte Ltd
Amara Hotel Properties Pte Ltd
Anglo-Chinese School (Independent)
AsiaPac Distribution Pte Ltd
Awin Resource International Pte Ltd
Bank of Singapore Limited
Bit Solution Pte Ltd

Brand Cellar Pte Ltd
Canberra Primary School
Capital Airconditioning International Pte Ltd
ChannelWerkz Pte Ltd
Chanrai Suvir Sunder
Chen Yimei
Cheng Jian Fenn
Chia Peng Chwan
Chong Siew Hong Kelvine
Chow Ban Hoe
Dabo Corporation Pte Ltd
Dell Global B.V. (Singapore Branch)
Eng Hsi Ko Peter
Ernst & Young Solutions LLP
Farel Kuswanda
Genesis Networks Pte Ltd
GET International Pte Ltd
Guangdong Enterprise Association (Singapore)
Gwee Tiong Kee Ronald
Heng Hong Ngee
Hewlett-Packard Singapore (Sales) Pte Ltd
Hiang Foo Siang Temple
Hong Leong Foundation
Hong Ye Group Pte Ltd
Hoy San Stevedoring Pte Ltd
Integrative Learning Corporation Pte Ltd
Isaac Manasseh Meyer Trust Fund
Jardine OneSolution (2001) Pte Ltd
Jean Yip Group Pte Ltd
Jiangsu Association (Singapore)
Kalthsum Mohd Yassin
Kho Choon Keng
Kingsmen Creatives Ltd
Kinsale Maritime Pte Ltd
Koh Ee Chor
Korean Chamber of Commerce (Singapore)
KPMG LLP
Kwee Chin Wei Kevin
Kwek Lee Hoon
Lee Benny
Lee Ching Yen Stephen
Lee Kim Tah Foundation
Lee Soek Shen
Lee Weng Chong

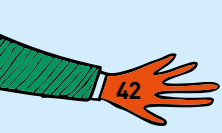
Leow Yuen Fen
 Lim Nancy
 Low Hwee Chua
 Low Kim Sun
 Maxi-Cash Group Pte Ltd
 Million Dollar Round Table
 Mitsubishi Electric Asia Pte Ltd
 Mutual Benefits Realty Pte Ltd
 NEC Asia Pacific Pte Ltd
 Network For Electronic Transfer
 (Singapore) Pte Ltd
 New Creation Church
 New Mun Kit
 Ng Ching Kok Anson
 Ng Wee Loong
 Ong Seng Hong Joseph
 Oon & Bazul LLP
 Oracle Corporation Singapore Pte Ltd
 PCF Sparkletots Preschool @
 Kembangan-Chai Chee
 Pei Hwa Foundation Limited
 Poa K B Cynthia
 PTC System (S) Pte Ltd
 Puat Jit Buddhist Temple
 Quah Kee Swee
 Rajah & Tann Foundation
 Refine Construction Pte Ltd
 SH Design & Build Pte Ltd
 Sheik Allavudeen Bin S S Omar
 Shu Xiaochuan
 Sim Mong Keang
 Sim Mong Teck
 Singapore Amoy Association
 Singapore Foochow Association
 Singapore Telecommunications Limited
 Singapore United Estates (Pte) Ltd
 Soh Hang Kwang
 Soo Wai Kong
 StarHub Ltd
 SUTL Marina Development Pte Ltd
 Tan Wei Leong Glenn
 Tan Yuh Woei
 Tay Tuan Hearn Alvin
 Teo Whee Sian Maureen
 The Community Foundation of Singapore
 Think One Credit Pte Ltd
 Thomson Shin Min Foundation
 Toshiba Global Commerce Solutions
 (Singapore) Pte Ltd
 Trans-Orient Shipping Pte Ltd
 United Overseas Bank Limited
 VMware Singapore Pte Ltd
 Wen Way Investments Pte Ltd
 Wipro Networks Pte Ltd
 Wong Soon Peng Adrian

Yangzheng Foundation
 Yeo Khee Song Roland
 Yeoh Choon Jin
 Zebra Technologies Asia Pacific Pte Ltd
 Zhang Rong
 Zhang Zhen Cheng

\$1,000 - \$2,999

Active Learners Child Care Pte Ltd
 Agape Child Care (JW) Pte Ltd
 Ang Hwee Yang
 Annitha Annathurai
 Ascent Solutions Pte Ltd
 Auw Chor Cheng
 Aw Yuin Ying
 Baosteel Singapore Pte Ltd
 Bok Sang Kuan
 Chan Aileen
 Chan Hoe Yin
 Chan Lian Chai
 Chang Pow Onn Alexius
 Char Yong (Dabu) Foundation Ltd
 Cheah Keng Kee
 Chee Keng Lian Catherine
 Chee Wei Shuen Shaun
 Chen Chee Keong
 Cheng Ter Chiang
 Cherie Hearts @ Charlton Pte Ltd
 Cherie Hearts @ Thomson Pte Ltd
 Chew Beng Eng Evelyn
 Chew Zichun
 Chia Cher Khiang Vincent
 Chia Sook Mei
 Chiang Hock Seng Patrick
 Chiang Pik Wan Erica
 Chien Hsiu Fang
 Chin Hon Choong
 Cho Yu Chung
 Chong Khee Yin
 Choong Way Min Gregory Gerard
 Chua Hui Min Hillary
 Chua Soh Har
 Chua Wee Lee Anggerek
 CSD Sealing System Pte Ltd
 Dhavale Ajinkya Arvind
 Dimpee Ajay Bali
 Dunman High School (Fund-Raising Event)
 Ee Huat Peng
 Ee Siong Chee
 Ee-Tan Choo Lin Diana
 Enterprise Assurance Pac
 Fong Chee Meng
 Foo Kok Wee

Gan Beng Jin Lloyd
 Gan Chin Jer Jonathan
 Gan Chin Wei Tervis
 Gan Ying Tang
 Gao Jian Lin
 Gay Ping Kee Raymond
 Gilbert Madhavan
 Goh Eng Heng
 Goh Kwang Soon Joel
 Goh Mui Leng
 Goh Pei Shyan
 Goh Pi Lee Beverly
 Gopi d/o Bhagu Mirchandani
 Greatland Company Pte Ltd
 Harry Elias
 Harsh Agarwal
 Heng Gek Lian Wendy
 Ho Kim Jee
 Ho Siew Hua
 Ho Wee Khong
 Ho Zhi Zhang
 Hong Janice
 Huang Ching Ying
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 Interlocal Exim Pte Ltd
 iqDynamics Pte Ltd
 Jasa Investigation & Security Services Pte Ltd
 Jioe Inge Munardi
 John Edward Champion
 Ju Hai Jun
 Kang Choon Seng
 Kang Hun Hun Helen
 Kee Sek Huat
 Keith De Vaz
 Khiew Kim Choy
 Khoo Cheng Paik Peggy
 Koh Kok Ong
 Koh Meihui
 Kong Choong Soon
 Kong Meng San Phor Kark See Monastery
 Kong Yee Mun
 Kwan Chong Wah
 Kwee Irene Nee Irene Chia
 Lam Kim Fai
 Lam Kok Keong
 Lau Lee Sheng
 LEAP Foundation Ltd
 Lee Guan Guan
 Lee H. Y. Alfred
 Lee Hong Seng Robert
 Lee Jia Yun
 Lee Lai Cheng Alicia
 Lee Lim Keong
 Lee Mimi
 Lee Ming

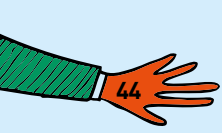


Lee Seng Quee
Lee Siong Tek
Lee Yih Chyi Yvonne
Leng Ern Jee Temple
Leong Siew Weng Engineering Pte Ltd
Leong Teck Hong
Li Hung
Li Qianwen
Liang Andrea
Liau Suzanne
Liew Kai Lin Elaine
Lim Boon Teck
Lim Hwee Leng
Lim Jew Jing
Lim Kim Huat
Lim Kong Eng
Lim Leong Chuan
Lim Liang Thai
Lim Seow Hwa
Lim Siew Hwa
Lim Soo Kin
Lim Soon Joo
Lim Vih Chun
Lin Chung Chiao Annie
Ling Cher Guan Daniel
LinkedIn
Linn Yeh Ching
Little Ferry Agencies Pte Ltd
Liu Jiehong
Loh Jun Kitt
Loi Oi Kuan
Loke Tuck Weng
Long Fung
Loo Yong Meng
Low Phui Hiong
Low Wong Fook
Luke Anne
Mangala Vihara (Buddhist Temple)
Maxwell Corporate Solutions Pte Ltd
Melbourne Specialist International
School Pte Ltd
Metro Holdings Ltd
Moez H Nakhoda
Mquest Pte Ltd
My First Skool @ Fajar
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National University of Singapore
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Ng Eng Khin
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Tan Chin Hwee Wendy
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Tan Hung Chua Clarence
Tan Kim Biau
Tan Kim Ping
Tan Kwang Cheak
Tan Lay Lian
Tan Lian Chew
Tan Ming Hong David
Tan Pei Cheng
Tan Poh Gek Christina
Tan Seck Guan
Tan Siok Lan
Tan Soh Hoon
Tan Tat Jin
Tan Tat Ming
Tan Tuan Heng David
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Tang Liheng
Tara Apothecary
Tay Sen Yong
Tay Woon Teck
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Teo Kiam Meng
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Tien Siew Ling
Ting Hock Ming
Toh Hong Huat
Tow Soon Kim
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Wellington Primary School
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Wong Tingsern
Woo Huey Fang
Woo Shian Loong Alan
Woon Wee Hao
Yan Kit Village Chinese Temple
Yeo Ah Yeng
Yeo Hwee Joo
Yeo Kah Wei
Yeo Lee Kiaw
Yeo Yong Qiang
Ying Weng Kit
Yoga-Willetts Nalini
Young Men's Christian Association
of Singapore
Yuen Thio Stefanie
Zhang Manlu Candy
Zheng Mingxia




Supporters and volunteers/organisers of events, donations-in-kind, services offered to SPD (April 2019 to March 2020)

Agency for Integrated Care	Games4Good	Mandarin Oriental Singapore
Ah Chiang's Porridge Singapore	German Market Place	Marina Bay Sands
Alma by Juan Amador	Glaxosmithkline Pte Ltd	Maxi-Cash Group Pte Ltd
Alvin and Melada	Goh Joo Hin Pte Ltd	mc2 Pte Ltd
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Anglican High School	Hair Fitness	Millennia Institute
Anglo-Chinese Junior College	He Shujia	Millenniums Consultant Pte Ltd
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Ariston Singapore	Hewlett Packard Enterprise	Ministry of Social and Family Development
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Asian Civilisation Museum	Ho Joanne	MSWL
Association of Small & Medium Enterprises	Hock Joo Tex Enterprises Pte Ltd	My Kiddos CentrePoint
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Audio House	Hotel Grand Pacific Singapore	Nanyang Old Coffee @ Biopolis
BNP Paribas	Hotel Jen Tanglin Singapore	Nanyang Polytechnic
Brand Cellar Pte Ltd	Hotel Royal	Nanyang Technological University
Capella Singapore	IBM Singapore Pte Ltd	National Heritage Board
Carousel	Ice Cream Brandz Pte Ltd	National University of Singapore
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Chan Yoke Ying	Independent Market	Ng Susan
Cheong Yoke Keng	Invisalign Singapore Pte Ltd	NTUC FairPrice Foundation Ltd
Chia Gordon	ITE College East	Ode to Art
CHIJ Toa Payoh (Secondary)	ITE ELEVATE	Orchid Country Club
Chua Jacqueline	iVilla	Orchid Park Secondary School
CJ Group	Jayaprakash JB	Osim International Ltd
CJ Logistics Singapore	Jia Jia Singapore Manufacturing Pte Ltd	PCF @ Kembangan-Chai Chee
Commonwealth Secondary School	JJ-Singapore Sales & Marketing Pte Ltd	PCS Security Pte Ltd
Coty Asia Pte Ltd	JP Pepperdine Group Pte Ltd	Pearson Education South Asia Pte Ltd
Creamier @ Tiong Bahru	Julie's Manufacturing Sdn Bhd	Peh Hua Peirce Secondary School
Crescent Girls' School	Jurong Port Pte Ltd	Peirce Secondary School
Crystal Wines	Just Dough Café	Raffles Girls' School
DBS Bank Ltd	K&L Engineering Services Pte Ltd	Raffles Institution
Dialogue in the Dark (Singapore)	Keppel Corporation	Raffles Medical Group
Dr Khoo Janice	Keppel Land Limited	Rentalworks (SG) Pte Ltd
Dragon Bowl Restaurant	Kim Sid	Republic Polytechnic
Dystar Singapore Pte Ltd	Kinetics Process Systems Pte Ltd	Resorts World Sentosa
Epic Ship Management Pte. Ltd.	Koh Adelyn	SAFRA
Eureka! Campaign Associates Pte Ltd	Kwek Lina	Sage Software Asia Pte Ltd
Exyte Singapore Pte Ltd	Laguna National Golf & Country Club	Seah Joleena
Far East Organization	Land Transport Authority	Seet Kok Heng
Fatty Aunt Yong Tao Foo	Le Charity	Seit Wen Wei
Fernando Robert	Leighton Asia	Select Group Limited
Flamingg Mangos	LEGO Singapore Pte Ltd	SG Cares
Flexiconcept Pte Ltd	Li Bai Cantonese Restaurant	Shangri-La Hotel Singapore
Foodie Market Place	Lim Keng Kuok	Sheng Siong Group Ltd.
Forty Hands	Lixil	Shun Zhou Group
Freedom Adventure Club	LS Aesthetic Clinic Pte Ltd	Siemens Pte Ltd
Fuhua Secondary School	Lubrizol Southeast Asia (Pte) Ltd	Singapore Airlines



Singapore Healthcare Society
Singapore Island Country Club
Singapore Leshan Volunteers
Singapore Police Force Band
Singapore Pools (Private) Limited
Singapore River One
Singapore Soka Association
SMRT Corporation Ltd
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SportCares
Sport Singapore
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Tan Puay Kern, PBM, PPA(P), AMBCI
Tan Roger
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Tan Wilson
Tanah Merah Country Club
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Wen Ken Group
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Young Engineers
Young Men's Christian Association
of Singapore
Youth Corps SG
Zeeuw Tanneke



We regret that we are unable
to acknowledge all the help and
support we have received in the year in
these pages.

We sincerely thank all our donors,
volunteers, supporters, friends and well-
wishers who have stood by our cause
and made an impact in the lives of
persons with disabilities.

How You Can Help



Advocate

Help raise disability awareness and integrate persons with disabilities into the community.



Offer Employment

Providing job opportunities to jobseekers with disabilities will greatly benefit the individuals and allow them to be financially independent.



Buy our products

Our Sheltered Workshop offers a wide range of products and services made by a team of more than 100 persons with disabilities. Your support will translate to more training and employment opportunities for them.



Fundraise

If you have an opportunity to raise funds for us, or have ideas how we can do it, please share them with us!



Donate

Every donation goes a long way towards helping people with disabilities achieve independence and self-reliance.



Volunteer

An extra pair of hands is always welcome to provide additional help to our many programmes and services.

By having the **values of commitment, integrity with compassion** and **professionalism** ingrained in our DNA, we endeavor to fulfill our vision of an inclusive society where everyone is a part, by our **mission** of working in partnership with people with disabilities to develop their potential to the fullest so that they can be self-reliant and independent.



Serving people with disabilities since 1964



+65 6579 0700



www.spd.org.sg

Addresses of HQ and Satellite Centres

Headquarters

2 Peng Nguan Street, SPD Ability Centre,
Singapore 168955

SPD@Bedok

Blk 522, Bedok North Ave 1,
#01-312,
Singapore 460522

SPD@Jurong

Blk 337, Jurong East Ave 1,
#01-1562,
Singapore 600337

SPD@Tampines

Blk 866, Tampines St 83, #01-237,
Singapore 520866

SPD@Toa Payoh

Blk 249, Kim Keat Link, #01-83,
Singapore 310249

SPD at Enabling Village

20 Lengkok Bahru,
Singapore 159053

Social Media handles:

Facebook / Instagram / LinkedIn: SPDSingapore

Unique Entity Number: S64SS0052D

IPC Number: IPC000441